

Health Care Issues Causing You Pain?

need to increase training capacity

worker shortage



high health care costs

shortage of training facilities

lack of labor market information

*State Workforce Development Boards
working to relieve the sting*

Oh, the Aches and Pains!

Health care has become a major issue throughout the state and is predicted to get worse before it gets better. The Wisconsin Workforce Development Association, comprised of the eleven Workforce Development Boards in the state, address the issues that affect the workforce and work to develop strategies to relieve some of the pressures of these issues on employers and the community. Health care is affecting the whole state in many different ways, whether it is a rural community or an urban setting. There is a lack of qualified applicants to fill open positions and the costs of visits and prescriptions keep rising. The Workforce Development Boards are developing new and innovative ways to keep costs down and are helping to develop more training to fill the current job openings.



What are the Health Care Issues?

- Shortage of available training facilities; universities and technical colleges are at capacity
- Need for more nursing instructors, more space to teach and more nurses to serve as nurse-preceptors who help provide each class of new nursing graduates with a brief practical, hands-on experience in the workplace
- Shortage of advanced degree health care professionals and clinical sites for required internships and applied learning experience
- High turnover in entry-level and high vacancies in skilled positions
- Need for improved workforce development coordination among educators and employers
- Need for labor market information for strategic planning in order to better prepare for future health care needs
- Broader government grant support to increase training capacity and research
- High health care costs to employers and their employees
- Need to increase number of workers entering fields
- Baby-boomers growing older

Prescription for Action



Many different vehicles have been explored to find solutions to the problems and issues surrounding health care. The Workforce Development Boards work to forecast the issues before they become major problems. Through strategic planning, discussions with local hospitals, health care companies and employers, the Workforce Development Boards are operating plans of action in response to local health care issues. The Boards are working on these issues through federal, state and earmark funding to develop more training capacity, interest and educational opportunities.

The Medicine is Starting to Bring Relief

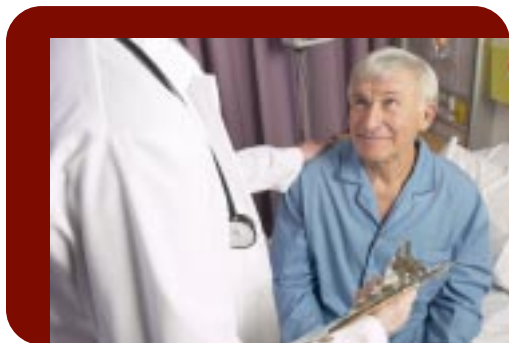
Increased Educational Opportunities

Several programs in the state have already been developed to increase the opportunities for those new entrants and those returning to the health care field.

- **Certified Nursing Assistance (CNA) Program:** Provides free training for approximately 70 people, some sessions including an English as a Second Language (ESL) Component
- **ESL Classes:** Available to those in dietary, housekeeping, laundry and other non-health care employees at health care facilities. This allows them to gain the preliminary knowledge to be able to enter further training to advance to such positions as CNAs, Licensed Practical Nurse (LPNs) and RNs.
- **Joint Surgical Techologist Program/Partnership:**
 - 20 graduates in 2003
 - 25 enrolled for 2004
- **Nursing Refresher classes:** Available to registered nurses that have been out of the workforce for a period of time due to various reasons. The training provides them with updated skills to reenter the workforce



Increased Capacity and Interest in Communities



- **Obtained** \$20 million in federal earmark grant to help local technical colleges to add additional space to train students in the various health care fields.
- **Received** a supplemental \$400,000 earmark grant to attract more high school students to health care occupations and expand capacity in training institutions
- **Developed** a health care career specialist in one local Job Center
- **Co-sponsored** a Health Care Employment Retention Seminar
- **Created** marketing pieces with information on health care careers
- **Held** health care career fair specifically geared for companies and jobseekers interested in the field

Lowering Health Care Costs

- **Hosted** Health Care Summits in local area to educate employers of the rising costs of health care insurance. Panelists included experts in the field and discussion focused on steps companies can take to reduce their costs.



Contact your local Workforce Development Board for more information about how they can help with health care or any other workforce related issues.

Southeastern Wisconsin: 262-595-2754

Milwaukee County: 414-225-2360

Waukesha, Ozaukee, Washington Counties: 262-695-7880

Fox Valley: 920-720-5600

Bay Area: 920-431-4102

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Northwest Wisconsin: 715-682-9141

West Central Wisconsin: 715-232-1412

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